

STAAC DIRECTORATE DIVERSITY MANAGEMENT POLICY

Workforce Diversity

Workforce diversity is all the ways individuals in our workforce can be different from one another, including such things as culture, race, gender, age, national origin, physical ability, religion, language, and sexual orientation. - GSFC Diversity Management Plan 1994

Vision

Employees respect individual differences because of the intrinsic respect due every person. All employees, as members of the STAAC Directorate respect, appreciate, and value individual differences so that we can use the strengths afforded by a diverse workforce to better perform our mission through both teamwork and individual creativity.

Diversity Management Policy

The STAAC Directorate is committed to working to fulfill this vision. It will cultivate and maintain a work environment, which will enable people to achieve their individual success and maximize their contribution while fulfilling the Directorate's objective of excellence in STAAC through its richly diverse workforce.

This commitment is achieved through:

- A leadership team that understand its responsibilities to cultivate an environment that values diversity in the workforce and is accountable for making it happen.
- A workforce that understands its responsibility to respect and value one another and to actively support the opportunity for all to contribute.
- A willingness by all to make the necessary changes to achieve this vision.

As champions of diversity, we all are accountable for modeling and promoting the appropriate practices that are necessary for the creation of an environment of dignity, integrity, respect, and trust. The strengths that are afforded by a diverse workforce such as different points of view, unique cultural perspective, etc., are valued for the benefits they can provide to making the STAAC Directorate still stronger in the future.

We commit to the implementation of this policy which will aid both individuals and the organization in achieving future success.

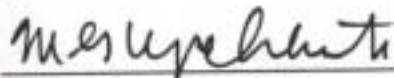


John A. Hrastar

Date

Director of Systems, Technology, and Advanced Concepts

Dec 4, 2000

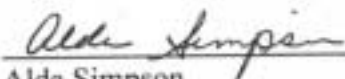


Michael Ryschkewitsch

Date

Deputy Director of Systems, Technology, and Advanced Concepts

12/4/00

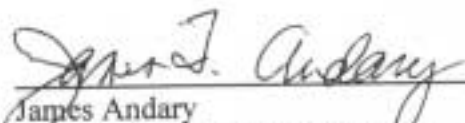


Alda Simpson

Date

Associate Director of Systems, Technology and Advanced Concepts

12/4/00

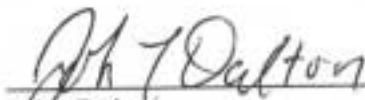


James Andary

Date

Division Chief for Systems Engineering

12/5/00



John Dalton

Date

SOMO Customer Commitment Manager

12/6/00



Bonnie Norris

Date

Acting, Division Chief Mission Integration and Planning

12-5-00